New Leader Program

Developing Leaders at All Levels

Kimberly Robinson

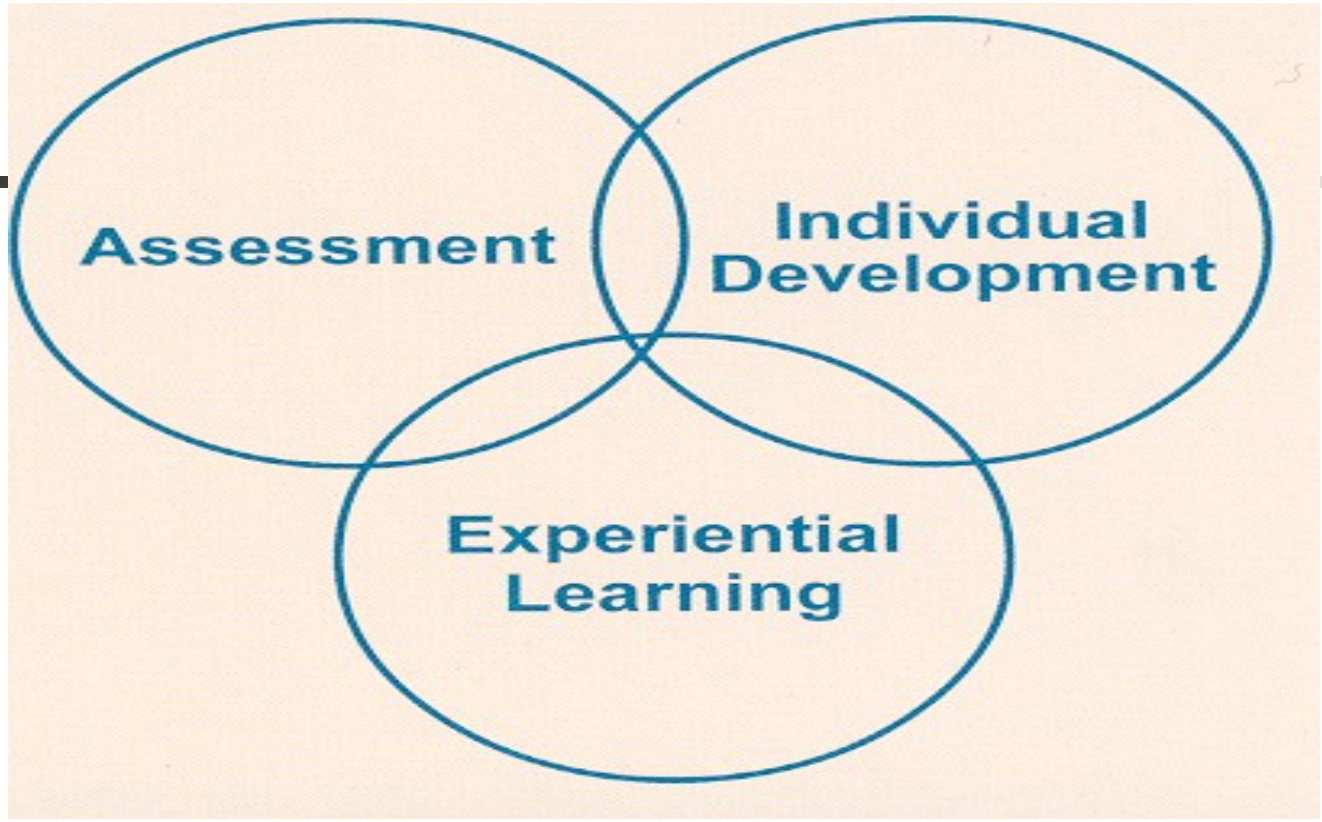
Program Director

GS GRADUATE SCHOOL USDA

New Leader Program

- New Leader Program (NLP)
  - Competency-Based Leadership Program
  - GS 7 – 11 Public Service Employees
  - 6 Months
  - Residential Training
  - Customized Training

NLP
Integrated Approach to Leadership Development



NLP
Program Objectives

- Develop future public service leaders through providing assessment, experiential learning and individual development opportunities
- Provide a solid foundation of leadership skills enhanced by agency developmental experiences
- Create a personal framework for understanding and practicing leadership

NLP
Core Curriculum

Three Training Sessions

- Orientation – 1 week
- Session II – 1 week
- Closeout Session/Graduation – 1 week

NLP
Program Components

Assessments
Core Curriculum
Development Plan
Organizational Assignment
Management Book Reviews
30 Day Developmental Assignment
Shadowing Assignmer
Executive Interviews
Team-Based Learning
Supervisor Review
Written Assignments

NLP
Assessment Activity

- 360-Degree Feedback Instrument
- Personality Instrument
- Conflict Mode Instrument
- Learning Style Instrument

NLP
Learning Modules

Orientation (Skill Building)

- Leadership
- Communications
- Team Learning I
- LEI/Development Planning

NLP
Learning Modules

Teams in Action (Practical Applications)

- Team Learning II
- Conflict Management
- Leveraging Diversity
- Decision Making & Problem Solving

NLP
Additional Components

- Team-based approach
- Emphasis on mental models
- Re-entry strategies
- EI as undergirding framework

NLP
Additional Components

- Personal Mastery
- Journaling
- Processing Exercises
- Feedback Mechanisms

NLP Technology

- WEB-based instruments
- Instructional delivery
- E-mail distribution
- Blackboard

Benefits to Participants

- Objective assessment of strengths and developmental needs
- Leverage developmental strengths and developmental needs
- Increase awareness of management issues
- Personalized Leadership Development Action Plan

Benefits to Managers

- Involvement in assessment of participant's strengths and developmental needs
- Involvement in participant's development and growth
- Participants achieve better understanding of how organizations work
- Increased awareness of fundamental relationships

Benefits to Organizations

- Increased understanding of organization's mission and values
- Increased retention of high-caliber and high-potential employees
- Complements an organization's succession planning

Contact Information

New Leader Program

Kimberly Robinson

(202) 314-3581

Kimberly_Robinson@grad.usda.gov